

Melrose Primary School

ANTI-BULLYING, VIOLENCE AND HARASSMENT POLICY

Basic Beliefs:

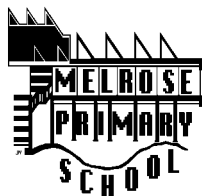
1. Everyone has the right to feel safe and worthwhile.
2. All individuals are to be valued and treated with respect.
3. Violence, bullying and harassment are inappropriate behaviours and are not accepted.
4. Students, parents and staff are responsible for their own behaviour.
5. Students, parents and staff have the right and responsibility to report bullying, violence and harassment.
6. The school will be pro-active in preventing and discouraging bullying, violence and harassment.
7. Action will be taken by the school to ensure reported incidents are attended to appropriately.
8. Students have a right to work and play in a secure environment where they are able to develop their talents, interests and ambitions.
9. Parents have the right to expect their children will be educated in a secure environment in which care, courtesy and respect for the rights of others is encouraged.
10. Staff have the right to work in a safe, secure, professional environment.
11. Parents have an obligation to support the school in its effort to maintain a positive teaching and learning environment.
12. Staff have an obligation to fairly, reasonably and consistently implement the student code of conduct and discipline policy and program.

Aims:

1. To provide a safe, happy and secure learning environment that encourages educational achievement and excellence.
2. To provide a caring environment that promotes positive attitudes, personal growth, high self-esteem and respect for others.
3. To eliminate and prevent bullying, violence and harassment and to provide guidelines to deal effectively with inappropriate behaviours as they arise.

Forms of Bullying:

1. **Physical Bullying** includes physical attacks such as fighting, pushing, shoving, spitting, pulling hair, standing over or invading someone's space.
2. **Visual Bullying** includes name calling, offensive language, putting people down, picking on people because of race, gender, religion, sexuality, intellectual or economic status.
3. **Victimisation** includes stand-over tactics, picking on others, threats to 'get' people, repeated exclusion and extortion.
4. **Sexual bullying** includes touching or brushing against someone in a sexual manner, sexually oriented jokes, inappropriate drawings of or writing about someone's body, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature.
5. **Exclusion Bullying** includes leaving people of social activities on purpose as a hurtful act.
6. **Racial Discrimination** of any kind is a form of bullying.



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Guidelines/Implementation

1. School rules will be explained to students and parents annually.
2. School rules will be displayed around the school and published in grade information sheets.
3. School rules will be implemented consistently, fairly and in a non-confrontational manner.
4. Socially accepted behaviours will be encouraged.
5. Staff and parents will model appropriate behaviours through positive professional interactions.
6. Co-operation between parents, students and staff is sought in dealing with incidents.
7. A climate of personal responsibility and self-discipline will be nurtured.
8. Bullying and bullying behaviours will be defined and identified through class discussions.
9. 'Hot Spots' in the school grounds will be identified and monitored.
10. Support and empowering strategies will be taught to victims.
11. Anonymous student grievance procedures will be implemented where appropriate.
12. Stepped consequences will be used to address inappropriate behaviours.

Evaluation:

This policy is to be reviewed as part of the school's regular three year review cycle.

Notes:

Implementation procedures need to be expended.

This policy was last ratified by School Council in....

March 2004

School Council President...**Karina Kerr**.....(signature)